

SCTA Proposal to SCUSD  
May 12, 2021

SCTA is currently revising the language of Article 12, compensation and will be submitting its full proposal on Article 12 at a subsequent bargaining session.

### **Across-the-Board Salary Increases**

In addition, to the specific changes to Article 12, SCTA makes the following proposal related to compensation:

Effective July 1, 2019: All bargaining unit employees and all salary schedules will be increased by 3.5% across-the-board.

Effective July 1, 2020: All bargaining unit employees and all salary schedules will be increased by 3.5% across-the-board.

Effective July 1, 2021: All bargaining unit employees and all salary schedules will be increased by 3.5% across-the-board.

Effective July 1, 2022: All bargaining unit employees and all salary schedules will be increased by 3.5% across-the-board.

Effective July 1, 2023: All bargaining unit employees and all salary scheduled will be increased by 3.5% across-the-board.

These increases are the same as the increase to salary increases authorized by the Sacramento City Unified School Board for the SCUSD Superintendent. If the Superintendent receives an increase in compensation that exceeds the across-the-board increases set forth above, bargaining unit employees will receive an equivalent increase to their pay and increase to bargaining unit salary schedules.

### **Recruitment and Retention of Language, Speech and Hearing Specialist**

For several years, SCUSD has been unable to recruit and retain an adequate number of language, speech and hearing specialists and has relied on Non-Public Agency contractors to fill approximately 50% of the language, speech and hearing specialists. The District has further agreed it will not subcontract out bargaining unit work.

### **Substitutes**

In compliance with the Governor's Executive Order (N-26-20), and consistent with Governor Newsom's "Framework for Labor-Management Collaboration" (April 1, 2020) which states the District should "continue to pay employees" including "temporary, hourly, exempt and non-exempt, as well as probationary employees [the School District] determine they would otherwise have been paid during this period of closure," the District make day-to-day substitutes whole for the losses to their income in the spring of 2020.

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